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USSR Report

HUMAN RESOURCES

No. 24



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LABOR

DANISH PRESS INTERVIEWS UNION CHIEF MOYAEV ON POLAND

Copenhagen INFORMATION in Danish 22 Dec 80 p 2

[Article by Vibeke Sperling]

[Text] Moscow--"Poland is not a topic we will be debating," says the head of the international division of the Soviet trade union organization. He points out that for the first time it has been possible to have the working environment included in the party's perspective plans to be approved at the party congress in February.

"We will not make a statement about the situation in Poland," the head of the international secretariat of the Soviet Union's Central Trade Union Council (the Soviet equivalent of the Federation of Trade Unions, ed.), Vsevolod Moyaev told INFORMATION. "So many people are meddling in that. We do not intend to, let them decide what to do. In principle we support the idea of a unified trade union and therefore we do not like the fact that the Polish labor movement is now divided but no, we won't be making a statement about it."

However in the Soviet media and in the materials distributed by Soviet press agencies in the West the Soviet union movement's role has been mentioned more and more in the context of developments in Poland. But Moyaev said that this does not reflect any special flaring up of the debate as a result of the developments in Poland. "The events in Poland are not a subject of discussion for us. And of course we are very cautious in this context. But the question of the union movement's role has always been a central one. If you read our paper, TRUD, you can see that we have not changed our line in any way."

Daily Criticism

Moyaev consulted the current issue of TRUD ("Labor") which with its 13 million copies is the world's biggest newspaper. "If you had been reading the paper for the last 10 years, for example, you would see that it has not changed its line at all. Now as before there are also criticisms of poor working conditions. Those are things we write about every day. There are also topics that the western world occasionally pulls out and treats as sensations. Our alcoholism problem, for instance. But you will look in vain for expressions of concern about what is

going on in Poland. We are more concerned with internal problems, especially the debate on the outlined perspective plans for the next two 5-Year Plan periods."

Isn't one of the problems that the unions are quite restricted by directives from the government, alias the party?

"It's not that simple. The overall plans and the setting of priorities are quite rightly the responsibility of the state. But the union movement is a central discussion partner in the shaping of economic plans. And this is not restricted narrowly to the economic level but concerns a close interconnection of economic and social issues. We also play a central role on the legislative level since no law affecting the labor market can be passed before the union movement has been consulted. However, one of our biggest problems is to utilize the powers guaranteed us by the laws of the land."

Can you give some concrete examples of times when the national organization has pushed its own stand through when it went contrary to the plans of the government or the planning authorities?

"Yes, although it's a somewhat old example, the case of the assembly lines at the car factory in Togliattigrad is a good one. We took over an entire production plant from the Fiat factories with the same structure as in Torino. It had a zigzag assembly line as in Torino. We asked to have it straightened out because individual workers had very little space to work in. It was expensive but we had it done. It was one of a total of 500 improvements we asked for."

But productivity in Togliattigrad is also lower than the planning authorities seem able to accept.

"Yes, but when we talk of Togliattigrad we have to keep one thing in mind. One of the improvements we asked for and got was the expansion of the four-man groups working on each similar section in the Italian factories to five men. There are many other reasons for our productivity problems and automatization and efficiency measures are badly needed. But it is obvious that fewer products per worker will come out of a group of five men doing the same work performed by four men in the Italian factory. However we intend to stick to this system because one member of the group will always be able to rest. On points like that we will not go along with rationalization."

Thorough Rationalization

However thorough rationalization moves and changes in the work process are needed to solve the increasingly urgent problem of low productivity according to the Soviet national labor organization. The precise nature of these steps is "something the state organs will have to find out but of course we will present many ideas and we will discuss proposed guidelines when the Central Council (the national union leadership) meets on 20 December."

The guidelines referred to by Moyaev are the proposals of the Central Committee of the Soviet CP to the 26th Party Congress at the end of February 1981 concerning

"Guidelines for the Economic and Social Development of the Soviet Union for the 1981-85 Period and the Entire Period up to 1990." These indicate that a high growth rate is to be maintained but that there must be a transfer of investment resources in favor of light industry and the food products industry. As Brezhnev has stressed frequently in recent times the needs of the people must be placed in the center. But it also appears that the same population must work more so the country can achieve a productivity rise of 14 percent in order to realize this upgrading of priorities in favor of consumer needs.

The national labor organization has no general objections to the proposal according to Moyaev, "but our Central Council has not discussed it yet. We are satisfied with the maintenance of high growth. The new guidelines differ in several ways from the old ones but we are particularly pleased that for the first time it has been possible to include the improvement of working conditions side by side with the economic goals."

Will that make it easier for the national organization to do something effective about working conditions?

"Undoubtedly, but we have had great opportunities to intervene on that level in the past even though there has been a wide variation on the local level as to how these opportunities were utilized. However we have a work inspection force with 6000 engineers working for the national labor organization. The inspection force has veto rights over all conditions connected with the construction of new firms. It was due to intervention on the part of this institution that so many improvements were made in the car factory in Togliattigrad, as I mentioned before."

Same Environmental Problems

In response to a question about which environmental problems play the largest role at Soviet firms, Moyaev replied that "they are the same ones you find in western firms." Throughout the entire conversation he constantly stressed the parallels between East and West. "We have the problems that are connected with monotonous work. In this context we have studied Scandinavian attempts involving autonomous groups but we did not feel this solved the problem."

Moyaev said again that it is the job of the state to provide guidelines for a new organization of labor. This problem is also included in the above-mentioned proposed guidelines which operate with the dissolution of the strict specialized production process to avoid the waste created by the present production methods. The importance of the problem is underlined by Brezhnev's recent presentation to the plenary session of the Central Committee. Among other things he mentioned the need for flexibility in the large technical staff the country has trained but seems unable to utilize properly.

Brezhnev's statements in other contexts that a larger portion of civilian production must be channeled into the military industry suggest that the planning authorities are concerned about the possibility of the transfer of the enormous group of technicians connected with that sector.

Pause Needed

Moyaev and other union people confirmed that it is correct to interpret this as also being connected with the Soviet hope of a pause in the weapons and technology race. But they denied the suggestion that a continuation of the arms race would mean the end of the visions for the 1980's.

Many western observers in Moscow seize on this very problem, however. "That is the most important reason for believing in the Soviet desire for detente at the moment. If real efficiency is to be achieved those in power have only one place to find expertise that amounts to something within the boundaries of their own country and that is in the military industry. And behind the lovely visions the problems are enormous. They are reflected in stagnation and in some areas a decline in the standard of living," said a British commentator.

This problem can be seen in special ways in Moscow which in terms of supplies is privileged in many ways in relation to other parts of the country. Several Moscow residents expressed to INFORMATION their irritation that "about a million people come in daily from the surrounding countryside to go shopping." Many of the city's permanent residents avoid the big department stores in the inner city which are constantly overrun by a multitude of people. But there is also dissatisfaction among the people living outside the city because alternative distribution channels are becoming increasingly more developed so that many goods never reach the shops.

One of these distribution channels is under the control of the union movement, namely the delivery of goods for sale to the workers at the job site. The delivery of goods to Soviet firms is a phenomenon as old as the Soviet state itself. It goes back to the shortages of the revolutionary period when workers were paid partially or entirely with provisions.

Quality Too Poor

"Historically the system grew out of a shortage of goods," said Moyaev, "but that is not the reason now. The national labor organization has studied how much time it takes for a worker if he or she has to buy things from regular stores. On the average it takes 2 hours a day. We have no desire to end this system, on the contrary we would like to expand it. The problem with goods in our country is not one of quantity but one of quality. That is why the union movement is putting a lot of emphasis on product studies and criticism of products that are too poor in quality."

Moyaev denied that this problem and the productivity problem might be a result of the central planning system although he said it could be hard to get things to function "in such a big country."

Then what is the reason for the apparent unwillingness of Soviet workers to do more in spite of the many economic stimuli in the form of bonuses and good rates?

"Well it has something to do with the choice of goods, of course. For instance we don't produce enough cars."

How large a role is played by wastefulness and absence from the job, called "absenteeism" by the Soviet media?

"It plays a certain role but we do not have any precise information on this."

Boring Work

Does this problem and the alcoholism mentioned before have something to do with the boring nature of the work?

"No, there is no connection at all. We have made studies that indicate that the problem is just as big whether we are talking about workers who perform the same simple movements for the whole day or workers with more exciting and varied forms of work. In our opinion the leisure time is the problem, not the work situation. Therefore alternative choices for spending free time constitute the most important weapon with which to combat the problem," Moyaev concluded.

6578

CSO: 3106

CENTER FOR SCIENTIFIC ORGANIZATION ON LABOR ESTABLISHED IN MOLDAVIA

Kishinev SOVETSKAYA MOLDAVIYA in Russian 17 Dec 80 p 3

[Article by S. Gnenny, chief economist of the economic summary division of the Moldavian SSR State Committee for Labor and Social Problems: "A Scientific Organization of Labor Center"]

[Text] In the draft document "Basic Directions" there is the following point: "Improve the quality and efficiency of administrative labor. Disseminate efficient working methods more actively, develop automated systems for planning, accounting, and management, make fuller use of computer equipment."

Sectorial and republic centers of scientific organization of labor are assigned a large part in solving these problems. They can and must exercise a significant influence in economic sectors on fulfillment of the plan for introduction of scientific organization of labor, raising its productivity, and improving work efficiency.

The republic intersectorial center for scientific organization of labor and management of production was established late this year within the system of the Moldavian SSR State Committee for Labor and Social Problems. Before this the republic had no centers for scientific organization of labor.

The sectorial subdivisions of scientific organization of labor of the republic ministries and departments are primarily small and unable to carry out developments in the field of labor at a proper economic-engineering level. But the associations, enterprises, and organizations of the economic sectors desperately need such developments. This is illustrated by the many requests that have come to the just-established center for scientific organization of labor.

The new organization will function on cost accounting [khozraschet] principles. Republic ministries and departments, as well as associations, enterprises, and organizations, will be able to conclude contracts with it for the performance of planning and design projects in the labor field.

The republic intersectorial center for scientific organization of labor will offer practical and methodological assistance to republic ministries, departments, associations, enterprises, and organizations on the basis of economic contracts. This work will involve the introduction of scientific organization of labor, improving the management of production, and scientific research, development, and introduction of plans, standards, and methodological recommendations on organization of labor, setting labor norms, improving systems for material and moral stimulation of labor, wages, and improving the management of production. The center will develop organizational plans for new forms of labor and production organization based on scientific advances and domestic and foreign experience.

The center will help find reserves for growth in labor productivity and improving product quality and production efficiency on the basis of introducing scientific organization of labor and improving production management. The purpose of the center additionally includes working out plans for the social development of labor collectives and analyzing the economic efficiency of scientific-technical progress and techniques of controlling new equipment, accounting, and economic work.

The topic plan for 1981 envisions development of standard designs of labor organization in production sections and shops; development of organizational plans for introduction of the brigade form of labor organization and stimulation; development of organizational plans for introduction of the labor practices of the AvtoVAZ [Volga Automotive Plant] Association and the Shchekino Chemical Combine at industrial enterprises of the republic; development of norms for improving the organization and norm system of labor; development of recommendations to improve working conditions on the basis of plant certificate information and other measures of working conditions; development of a methodology for writing plans for social development of a collective, and other problem issues.

LABOR

PART-TIME WORK, LABOR RESOURCES EXAMINED

Moscow KHOZYAYSTVO I PRAVO in Russian No 9, Sep 80 pp 19-21

[Article by A. Shlemin, candidate of legal sciences, and O. Medvedev, legal consultant: "Part-Time Work and Labor Resources"]

[Text] The growing demand of the economy for employees in the face of a definite limitation on labor resources poses a two-sided challenge: draw additional labor into production and use existing labor resources efficiently; stabilize labor collectives.

Part-time work can play a significant part in solving this problem. According to figures from labor agencies, more than 100,000 persons in the RSFSR work part-time, chiefly in domestic services, public catering, and light and food industry. The potential of this institution of labor law is not being adequately realized. There are many reasons for this. One is the inability (and in many cases also the lack of desire) of the administrations of many enterprises to organize part-time work. Other factors are lack of information among the population on the possibility of working part-time and the particulars of the legal status of those who do; the lack of special recommendations and standards on this matter; incomplete legal regulation of part-time work.

A sampling survey made at associations and enterprises of the Ministry of Tractor and Agricultural Machine Building showed that many management personnel have a negative attitude toward setting up part-time work for employees. Yet involving workers in part-time work sometimes enables enterprises to fill in labor shortages, avoid unnecessary discharges for family and other reasons, and raise the use coefficient of the equipment. Studies show that where labor is correctly organized the average hourly production of part-time employees is 10-15 percent higher than that of full-time employees.

The need to broaden the sphere of application of part-time work is especially pressing in light of the decree adopted by the CPSU Central Committee, the USSR Council of Ministers, and the AUCCTU entitled, "Further Bolstering Labor Discipline and Reducing Worker Transiency in the Economy."

The use of part-time labor has a beneficial effect on worker turnover because it greatly decreases the number of persons discharged for family reasons. The Chelyabinsk Tractor Plant named V. I. Lenin Production Association has accumulated interesting know-how. A few years back worker turnover there was high. At the initiative of the administration and public organizations a sociological survey was made among persons who had submitted requests to be discharged at their own desire. What did it show? Thirty percent of the persons surveyed did not know anything about the institution of part-time work. When it was suggested that they go on part-time work, almost half of them decided to do so.

At the initiative of the legal department the association set up a definite system to inform workers and employees of the legal status of part-time work and the specific features of the legal status of employees who desire to work on this basis. Lectures were given and seminars held in the shops and departments. Plant radio, circulars, and other information media were used for this purpose. A procedure was established where an employee making application for discharge at his own desire could be invited to a meeting of the public personnel department. At the meeting, depending on the reason for the discharge, the possibility of switching to part-time work would be suggested, among other measures. As a result of this the number of personnel discharges because of worsening health and family circumstances dropped significantly at the association in 1977-1979.

Sampling surveys at a number of enterprises of the Ministry of Machine Tool and Tool Building Industry showed that an average of 18 percent of employees were discharged each year for various reasons. When information was properly organized, half of those who had applied for discharges for the above-mentioned reasons agreed to remain on the job in part-time status. It was calculated that it will thus be possible, without additional material expenditures but taking account of employees switching to part-time work, to cut personnel turnover by two percent.

Needless to say, part-time labor can only be used where it does not impair the normal course of the production process at enterprises.

At the present time, according to Article 26 of the Fundamental Labor Law, an employee can only change from full-time to part-time work with the consent of the enterprise administration. A sociological study made at several machine building enterprises showed that 96 percent of the employees who wanted to switch to part-time work were women with small children. In our view, therefore, we should establish a legal right for a certain category of women to switch to part-time work. This means women who have two or more school-age children or one child under the age of eight.

Part-time work is an important means of attracting additional labor into the economy: unemployed old-age and disability pensioners who are able to work; persons employed at home or in private plots; students at higher educational institutions, technicians, vocational-technical schools, and older secondary school students. There were 47.6 million pensioners in January 1979. Given a definite shortage of labor the problem of drawing more of them into public production is extremely important.

A number of acts have been adopted in recent years to stimulate the labor activities of this category of citizens. The 11 September 1979 decree of the CPSU Central Committee and USSR Council of Ministers entitled "Steps toward Material Incentive for Pensioner Work in the Economy" was especially important. It stressed the need to make broad use of part-time work for pensioners, especially in the production sphere, trade, and at domestic service enterprises. In this case pensioners working part-time will enjoy the same privileges and benefits that full-time workers and employees do.

The practices of associations and enterprises such as the Kama Truck Plant, the Volgograd Tractor Plant imeni F. E. Dzerzhinskiy, and others which list the types of production facilities, shops, sections, and jobs where part-time work by such people would be most suitable deserve attention. Unfortunately, most enterprises do not have such lists, which greatly complicates the work of both personnel departments (when pensioners, students, and others come directly to them) and job placement bureaus. It is apparent that we should establish sample lists of positions and jobs where part-time work would be most suitable for each sector of the economy.

It is important for enterprises to submit precise information to local job placement agencies using form T-1 (job placement) and to inform the public. The standard form gives information on the number of employees that the enterprise can accept for both full-time and part-time work. On a separate line for each specialization, occupation, and position the enterprise says how many part-time employees it needs. In the remarks added to the form it is advisable to give more detailed information on working conditions for this category of employees. A survey of the managers of personnel departments at 32 enterprises and organizations in eight cities of the RSFSR indicated that six percent of them only send job opening information to job placement agencies irregularly (when necessary) and five percent send no material at all. The lack of appropriate information at job agencies slows down the flow of additional labor to the enterprises. Therefore, citizens who come looking for a job for just part of the day or week do not always receive the information and help they need.

The administration of the Tashkent Tractor Plant imeni DO-Letiya SSsR and the local bureau of job placement and public information have established close working relations. Employees of the plant personnel department and the bureau meet regularly, review the possibility of attracting and using pensioners and students at enterprises, and together work out concrete steps to develop this form of employment.

The administration and public organizations of the Saratov Serp i Molot Plant devote considerable attention to information and explanation work among the unemployed population. In addition to broad use of traditional information media (radio, television, the press, posters, and the like) plant representatives give talks to various groups of unemployed, able-bodied persons.

It would be advisable to give enterprise managers the legal right to take on (transfer) two part-time workers at one full salary. This also will

help attract additional labor and reduce losses of working time. This practice has been used at the Moscow Automotive Plant imeni Leninskogo Kommomola, where pensioners and students from the extension divisions of higher educational institutions and tekhnikums are used broadly under these conditions.

Legal provisions relating to part-time work are comparatively new. There are some unresolved problems in this area. For example, experience has raised the issue of the possibility of taking on (transferring) citizens to part-time work in positions with unnormed working days and the right to extra vacation for occupying a position included in the list of positions with unnormed working days. Another question that must be decided is overtime work for people working part-time, the level of pay and limits. Inadequate legal regulation of the institution of part-time work is holding back an influx of additional labor into public production.

In our opinion, the time has come to develop and adopt a special enforceable enactment on this issue, a statute on part-time work, to eliminate the legal vacuum in these matters. Methodological recommendations on identifying the need for part-time workers and ways to organize their labor would also be helpful to personnel departments.

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CSO: 1828

SURVEY OF YOUNG MOLDAVIAN FARM WORKERS

Kishinev SEL'SKOYE KHOZYAYSTVO MOLDAVII in Russian No 10, Oct 80 pp 18-20

[Article by Candidate of Economic Sciences A. Timush, sociological research sector chief in the department of philosophy and law of the Moldavian SSR Academy of Sciences: "At a New Stage: On Social Factors in Increasing the Production and Social Activeness of Rural Young People Given Production Integration")]

[Text] Sociological research we did on kolkhozes, interfarm and agroindustrial enterprises and associations of the republic has shown considerable growth in the production and social activeness of rural young people.

The research was done on 51 farms in seven rayons of the Moldavian SSR (10 kolkhozes, 25 interfarm and 16 agroindustrial enterprises). A total of 2,392 people were surveyed, including 1,300 young laborers ages 18-19 (44 percent).

The research showed that serious shifts have occurred in the orientation of rural young people over the past 6-7 years. Along with growth in the level of agricultural labor and expansion in the comprehensive mechanization of production processes, the level of skill and qualifications of young laborers has also risen. Young people are increasingly attracted to knowledge, to new occupations connected with the new conditions under which agricultural production is being run. An example. Whereas the level of mechanization of basic production processes on hog-raising kolkhoz stock-raising farms was 32 percent in 1973 and more than 70 percent of the young laborers were employed at unskilled manual labor, now 80 percent of the hogs in the republic are being produced at mechanized interfarm complexes where 84 percent of the production processes have been mechanized on a base of industrial technology and where 82 percent of the young people are employed at mechanized labor. More than 80 percent of those surveyed have the specialties necessary for this work.

An absolute majority of young rural residents strive to attain high labor indicators, to fully master the occupations connected with transferring agriculture to industrial technology (see Table 1, following page).

A significant portion of the young people working in all branches of agricultural production, and especially in mechanization and electrification associations and in stockraising, are meeting and overfulfilling output norms and production assignments. At the same time, one in every four does not always meet output norms or production assignments. This is especially evident among tobacco growers, vegetable growers, and among workers in feed associations. Rural young people are increasingly demanding

as to various socioeconomic factors which, if not attended to, have a negative influence on the resultancy of their labor.

Table 1

goal	age		
	16-19	20-24	25-29
to study at a tekhnikum	41.0	30.4	24.0
to study at a VUZ	19.7	18.9	18.7
to improve skills in courses	6.6	7.1	16.7
to travel to the city	16.4	18.7	10.4
to attain high labor indicators	50.6	56.1	53.4
to master one's occupation fully	44.3	41.9	42.8
to increase one's wage	42.4	38.5	34.3

The data in Table 2 indicate the motives for meeting norms and production assignments.

Table 2

motive	age		
	to 19	20-24	25-29
unsatisfactory working conditions	24.0	28.2	32.8
poor labor organization	21.5	29.9	28.8
poor labor discipline	23.0	28.1	28.5

Contemporary agronomists, livestock specialists and engineers are basically well-trained in their specialties, but they do not always display maturity in relations with the labor collective, and especially with young people, because they still lack the necessary experience in working with people. We need to introduce in the VUZ's a complex of social academic disciplines in applied human studies which will provide young agricultural specialists with basic social-psychological, pedagogical and administrative knowledge.

In evaluating the main qualities of their immediate superiors, young rural laborers gave the lowest evaluations to such qualities as concern for subordinates, degree of activeness in social-education work and attitude towards criticism. And at the same time, they were evaluated comparatively highly as specialists knowledgeable in their fields.

All these questions also apply in the main to the sphere of activity of the immediate supervisors of the primary collectives. We conducted an evaluation survey of brigade leaders and farm leaders on republic farms. Seventy percent of them were under 30. Forty-three percent noted that effective leadership was not being provided on the farms and in the brigades in which they worked. Thirty-four percent were not satisfied with the level of labor organization, 39 percent were dissatisfied with working conditions, 70 percent thought it necessary to use equipment, fertilizer and production technology more efficiently, and 40 percent thought it necessary to combat mismanagement and extravagance more resolutely.

The most important condition for increasing the production activeness of young laborers is to involve them in discussing and solving the most important problems of the

collective's activity, which are participation in the development of production plans and social development plans, in training and placing personnel, in improving working and living conditions, in using funds designated for various social-cultural measures and for material incentives, and in evaluating people's labor participation. It is precisely in the collective that we create that favorable social-psychological climate and business-like atmosphere in which work goes well and the labor collective influences each worker.

In a number of collectives, lectures are given and conversations held and political information disseminated, but the production and social activeness of the young people is low, the number of violations does not decrease and labor productivity is poor. This is to be explained first of all by the fact that these various measures are calculated for "gross" or "mass" coverage, without consideration of the interests and needs of each person. It is with reason that more than 30 percent of the young rural residents under age 30 who were surveyed did not perceive any real influence by the collective on their own behavior and orientation and did not see opportunities for their own job advancement in terms of moving on to more substantive and better-paying jobs. But such opportunities are in fact available on every farm and for every young person. Everything depends on their diligence, on their mastery of today's occupations.

The level of production activeness among young people is described by the degree of their participation in socialist competition, which depends on various indicators, foremost on the degree to which young workers are influenced to resolve various problems of their life's activity in the collective, on their level of job satisfaction, on the level of their relations in the collective.

Twenty-five percent of young rural workers, or one in every four surveyed, noted that they did not know the results of their socialist competition and did not participate in working out individual obligations. In order to increase the effectiveness of organizing the competition, rural young people suggest, first, that formalism be eliminated from the competition organization, from working out the obligations, and from summing up the results. Second, they suggest improving the forms of material and moral incentives. Third, they suggest creating conditions for the practical actualization of the best experience.

In order to develop in young rural laborers a sense of being managers, of responsibility for increasing the effectiveness of agricultural production, the young people consider it necessary to achieve a situation in which each member of the collective knows his rights and meets his obligations and participates regularly in discussing and carrying out cost-accounting assignments, as well as in encouraging based on labor results, in order for each to be able to influence the solution of important problems of the collective's activity. The research data show that 24 percent of young laborers do not participate in working out production plans, 29 percent do not participate in analyzing production expenditures, 33 percent do not participate in the distribution of bonuses, and 25 percent do not know the conditions on which labor is paid for.

Production activeness and its social significance are also described by the participation of young people in protecting public property, in combatting those who try to take a little more from society and give a little less, to gain an advantage from their position.

The research data testify to the fact that about 80 percent of young people condemn such people and are sharply critical of them. However, upwards of 18 percent of those ages 18-29 who were surveyed are indifferent towards such people and about 10 percent think "a man must seek advantage to himself." This is a negative symptom in the education process, so party and Komsomol organizations are called on to seriously combat instances of indifference to the public weal, as the source of well-being for the people and of strengthening the economic potential of our homeland.

Thus, the degree of production activeness of rural young people depends foremost on working conditions, level of mechanization, skill level, occupational skill, status of production assignment fulfillment, forms of material and moral incentives, participation in discussing production plans and assignments, and on solving the most important socioeconomic problems.

Rural laborers think that in order to increase production efficiency, we need first of all to increase the skill of rural young people in conformity with the demands of modern technology, to master not one, but several specialties. Further, we need to fight for the productive use of each working minute, to improve labor discipline, to use equipment and technology effectively.

Rural young laborers are exhibiting increasing activeness in social life, in production management. Thirty-seven percent of young people ages 18 to 29 participate in the work of brigade and farm soviets, 14 percent participate in the work of people's control groups and posts, 24 percent are in elective party, Komsomol and trade-union work, and 13 percent work as agitators, political information and propaganda specialists.

One in every four young rural laborers under age 30 participates in social work, in managing production. At the same time, 23 percent of those surveyed do not participate at all in social life, carry out no commissions whatsoever.

The degree of activeness of rural young people in social life is influenced foremost by their level of education. Further, it influences the level of conscious influence in solving the basic problems of activity in the collective and the degree of participation in socialist competition.

Thus, the trend is that the more rural young laborers are involved in working out individual socialist obligations, have concrete commissions and participate in discussing and solving various problems in the collective, the more satisfied they are with various aspects of their personal and social activities.

According to the data from our research, the social activeness of rural young people is directly dependent on two main factors: an objective one -- level of education, and a subjective one -- level of organizational work. In this regard, the level of organizational work, especially when given interfarm cooperation and agroindustrial integration, is tending to grow stronger. It is evidently necessary to study more thoroughly all aspects of the activity of young people, since about 60 percent of all work being done in agricultural labor collectives, and especially in mechanized collectives, is being done by young people.

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LABOR

ADVERSE IMPACT OF RURAL EXODUS DESCRIBED

Minsk SEL'SKOYE KHOZYAYSTVO BELORUSSII in Russian No 10, Oct 80 pp 32-33

[Article by G. A. Ginzburg, senior staff scientist of the Economics Institute of the Belorussian Academy of Sciences: "Taking Demographic Factors Into Account"]

[Text] The growth of agricultural production and its industrialization are not possible without a sizable growth and stabilization of skilled personnel. In view of the topicality and complexity of this problem, it can only be solved by carrying out a set of economic, social welfare, technical and other measures. But there is another important aspect of stabilizing the work force, especially young machine operators. This is to provide a conducive demographic situation in rural settlements.

It is well known that our rural exodus is sizable. It is significant that recently the sex ratio of rural inhabitants between the ages of 16 and 29 has changed sharply: the number of women has dropped, and the number of men increased. Today in the republic's average rural settlement there are 735 women of this age for every 1,000 men. In other words, there is no bride in the village for one lad in five. So he will go to seek her in the city (where for every 1,000 young men there are 1,089 women of the same age). More often than not he himself becomes a city dweller. But, however paradoxical it may seem, it tends to be the young girls who leave rural areas. The main reason for this is that there is not interesting enough work for them in rural areas. The situation is especially complicated in rural areas near cities. For instance, in Minskaya Oblast, aside from those who are migrating from rural areas, one out of every six rural inhabitants is commuting to a job in the city. Three-fifths of these commuters are women. And it may be that the inadequate level of production equipment, shortcomings in the organization of work and the low level of development of the social infrastructure, which are characteristics of certain farms, adversely affect the decision of a certain portion of young people to seek a career in agricultural production and to decide to live in a rural area.

So, among the factors which have a favorable impact on stabilization of young people in rural areas, first place should unquestionably be given to the creation of new "female" jobs, whose level of mechanization must be just as high and undoubtedly higher than where the men are working. Along with agricultural enterprises, preference should be given to plants (including seasonal operations) in a number of food and light industries which utilize the products of cropping and animal husbandry, as well as to enterprises for the manufacture of garments, footwear, and so on. Broader use should be made of the abundant experience people have had in making embroidered crafts and souvenirs, which could be an effective way of employing young women who are at home with young children.

Due consideration should be given to consumer service enterprises and institutions and also to institutions in the fields of culture, education and health care, that is, to the entire complex of the social infrastructure. There is a particular need for the services of these enterprises and institutions not only on the part of agricultural workers, but also on the part of members of work collectives of other sectors of the economy in rural localities (female labor is predominant in these enterprises and institutions). Of course, only the kolkhozes and sovkhozes should not be expected to provide all the manpower and resources to solve this problem, which is by no means simple. But experience shows that when industrial departments are locating their enterprises in rural areas they often forget about a whole number of necessary requirements. As shown by research done in the Economics Institute of the Belorussian Academy of Sciences, appropriations per worker of industrial enterprises to build the facilities of the social infrastructure (including trade and the food service industry) are 1.7-fold greater in the rural settlements of Minskaya Oblast than in its urban areas.

Most rural inhabitants, especially young people, have completed secondary general or specialized education and their needs are coming closer and closer to those of city dwellers. At the same time working and living conditions in rural areas are still lower than in the city. Closing this gap will require larger appropriations both from the budget and also from all interested departments. Otherwise the present disproportion will increase even more.

In directing party and economic authorities toward the speediest solution of the social problems of rural areas, Comrade L. I. Brezhnev, general secretary of the CPSU Central Committee and chairman of the Presidium of the USSR Supreme Soviet, said at the July (1978) Plenum of the CPSU Central Committee: "In view of the importance of keeping personnel in rural areas, machine operators and specialists above all, there might be a certain redistribution of general funds for construction of nonproduction facilities to the advantage of rural areas." When these funds are being spent, particular attention should be paid to building enterprises for cultural and consumer services and to the erection of housing, since in Belorussian SSR, as Comrade P. M. Masharov pointed out at a republic seminar (1979), "more than 8,000 families of machine operators have an acute housing need," and

this is not only having an adverse effect on stabilization of skilled personnel, but to a certain extent it is also holding back the creation of new families.

The enterprises and institutions of the infrastructure that already exist or are being built in rural areas will increase the employment of female manpower, which in turn has a favorable effect on the stabilization of personnel. At the same time they will be helping to solve the basic social problem: increasing the resources for leisure time, making everyday life more civilized, and creating favorable conditions for comprehensive development of the personality. And still another aspect of the problem is that the new jobs being created in rural localities will be filled primarily by young workers who have come from rural settlements. This is also very important. After all, in recent years many workers and employees have been sent from the cities to help the farmworkers during the harvest of fodder, grains, potatoes and vegetables. A substantial portion of these people do not have the required occupational skills, and it is not very efficient to employ them in farm work. Yet at enterprises located in rural localities the work force consists mainly of people who have been able to do farm work from an early age, and many of them learned to operate machines while they were still in school. There is no question that their use in seasonal farm work would be far more effective than the use of manpower recruited from outside. There is also another rather important circumstance which cannot be overlooked: the geographic proximity affords the possibility of closer supervision of this important effort by party and government authorities. Manpower could be enlisted for farm work at the optimum time and in the necessary amount according to a schedule on which the interested parties have agreed. Nor is it excluded that certain enterprises and production operations would be altogether shut down for a certain period (it would be mandatory that this time be used to carry out projects to modernize and repair equipment). After the farm work has been done, a sizable portion of kolkhoz members and sovkhos workers could in turn be employed in the shops of industrial enterprises.

In short, creation of a favorable demographic situation in rural areas (combined with other measures) will promote the successful development of agriculture.

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WAYS DISCUSSED TO GRADUATE MORE COLLEGE-TRAINED SPECIALISTS

Moscow PLANOVOYE KHOZYAYSTVO in Russian No 11, Nov 80 pp 78-82

[Article by Ye. Kalinkin: "Planning the Training and Assignment of Specialists with Higher Education"]

[Text] Building developed socialism in our country has involved creating great economic potential with an intricate sectorial and territorial structure, intensively developing science and technology, a fast-rising level of sophistication, and skilled cadres. Specialists with higher education occupy an important place in the last-named category. Careful development of plans for their training and distribution to sectors of economy led to raising the efficiency of public production and developing promising areas of science and technology. During the 10th Five-Year Plan our higher educational institutions began training cadres for nuclear power engineering, new research in radio electronics organization of work to extract useful materials, utilization of waste materials, rational use of natural resources and the like.

Training highly qualified specialists is the principal goal of higher education and the area in which it has the most vigorous impact on accelerating scientific-technical and social progress. In recent years higher educational institutions have been admitting more than 1 million persons for the first year of study and graduating more than 700,000 new specialists. This year, the last year of the 10th Five-Year Plan, 810,000 graduates were sent to the national economy. The number of specialists with higher education among persons employed in the economy in 1979 was 13.5 million, and the scope of their training now meets the needs of public production, as was noted in the 1979 decree of the CPSU Central Committee and USSR Council of Ministers entitled "Further Development of Higher Education and Raising the Quality of Specialist Training."

The same decree emphasized that despite the steady growth in number of specialists graduating, the administrative bodies of higher educational institutions, planning agencies, and sectorial ministries and departments have not been able to provide all the cadres of all specializations needed by the leading economic sectors: metallurgy, mining, petroleum extraction and refining, construction, transportation, and agriculture or for the intensively developing regions of Siberia, the Far North, the Far East, and the Nonchernozem zone of the RSFSR.

The need to improve the planning of cadre training at higher educational institutions and practices used in assigning them was mentioned also in the 1978 decree of the USSR Council of Ministers entitled "Improving the Planning of Training and the Utilization of Graduates of Higher and Secondary Specialized Educational Institutions in the National Economy." This decree takes a comprehensive and nondepartmental approach to solving the problems of higher education. The chief direction of further work became compiling methodologies for determining the need for specialists, norms, lists of the positions occupied by them, and on this basis shaping an order for higher education to train highly qualified cadres in the required numbers who would be capable of performing the duties of the listed positions. This required development of qualifications descriptions of specialists with higher education. In 1979 the USSR Ministry of Higher and Secondary Specialized Education ratified two documents, "Uniform Requirements for Development of Departmental (Sectorial) Methodological Instructions on Determining Need for Specialists" and "Uniform Structure of Qualifications Descriptions of Specialists with Higher Education." It should be noted, however, that as scientific-technical progress goes forward the requirements made of specialists and their range of duties in production change, the social significance of higher education increases while at the same time the law of change in labor shows itself more strongly, and the discrepancy between the education received in school and the functions performed by specialists in production enlarges. This last feature is typical of all industrially developed countries. In other words, even within the limits of medium-range planning it is very difficult to formalize the production functions of specialists and give students adequate knowledge. Nonetheless, improving the planning of specialist training and assignment is an objective necessity that arises from the role of intellectual potential in the life of society and the importance of using it efficiently in the complex demographic situation that has developed in the country and has transformed science into a direct productive force.

At the present time various kinds of associations and agroindustrial enterprises are being established in industry and agriculture. The production of a significant share of our economic output is already concentrated at them. The traditional character of labor organization has changed significantly and its effectiveness has risen with the transition of agricultural production to an industrial footing. But when we consider the issues of introducing new master plans for management of production, expanding the framework of the relative economic isolation of production collectives, and forming various types of associations very important characteristics of planning specialist training and assignment are overlooked. Yet all changes in production must be taken into account quickly in the educational process. This is done in general by adjustment of curricula and improving teaching methods literature in light of party and government decrees. For example, the higher educational institutions were sent timely instructional materials that outlined how to study the decree of the CPSU Central Committee and USSR Council of Ministers entitled "Improving Planning and Strengthening the Influence of the Economic Mechanism and Raising Production Efficiency and Work Quality" and the use of this decree in the process of teaching special disciplines, organizing practical production training, and writing diploma projects. The higher educational institutions are doing some work to strengthen their ties with production as various types of associations are formed. This helps

establish long-term ties with the consumers of cadres. These ties are an essential condition for the transition to earlier assignment of specialists, 1-3 years before graduation. In the future assignments should be possible five years before graduation.

A high level of organization of the educational process helps the students develop the necessary knowledge and timely delivery of plans for assignment of graduates to higher educational institutions with a precise determination of their actual jobs helps coordinate the capacities of higher education to train specialists with the needs of the economy. However, changes in production are still not adequately considered in working out plans for recruiting students, assigning new specialists, and raising the effectiveness of the educational process at higher educational institutions. For example, concentrating specialized production leads to a centralization of the functional services of the enterprises being merged and a consolidation of their structural subdivisions. This makes it necessary to train specialists in the fields of accounting, computer technology, the specific kind of technology, and labor organization for large-scale series production. It should not be thought that specialization of production makes it necessary to train narrowly specialized cadres. Specialization is one of the forms of the process of collectivization of production which converts isolated, unitary, repeated operations into a single whole. Employees of specialized enterprises must picture the production of the final product as a whole, and their knowledge should be intersectorial and enable them to use available scientific-technical advances in related sectors. This is especially important when enterprises and associations are specialized in the manufacture of semifinished parts, parts, and assemblies for intersectorial use.

Concentration of production, in its turn, leads to consolidation of the objects of management, and therefore it makes the work of specialists more complex because of the broadened scope and greater importance of the decisions being made. The manager must be able to model the activity of various types of associations and put the constituent parts of the production process together in a unified whole. Economists and lawyers must have special training in studying the current economic situation, economic law, and the specific features of the particular production sector. They must be very familiar with the ways to develop and strengthen cost accounting and the entire system of economic levers and stimuli.

Concentration of specialized production necessitates changes both in the process of specialist training and in practices used for planning their graduation and assignment. The usefulness of this is confirmed by calculations of the need for specialists for enterprises with different types of production. It turns out that unitary production requires 30 percent more engineering-technical personnel than large-scale series production and twice as many economists.

The formation of science-production associations necessitates staffing them with various types of specialists in the fields of scientific development, experimental production, and introduction of completed projects, that is, creating a definite group of cadres of the most diverse qualifications. The work of higher educational institutions to train these specialists should be

continued by associates at ministries and departments, because purposeful assignment of graduates to science-production associations and subsequent efficient use of them depends on the ministries and departments.

There is also a need for specialists with mixed backgrounds. For example, work in the agroindustrial complex demands specialists who are, on the one hand, capable of putting the full set of measures to intensify agricultural production into use and introducing them in local areas and, on the other hand, have mastered the possibilities of processing and storing agricultural products. In addition, there is a need for specialists in planning and technical-economic substantiation of sectorial and intersectorial territorial production complexes and their management. Higher education produces hardly any such cadres, with the exception of specialists in the organization of management, economic cybernetics, and a few other disciplines. This is linked to certain difficulties that can be overcome by selecting the most capable students after two or three years of study and with them forming groups to undergo special-purpose intersectorial training for planning agencies, the planning services of various types of associations, material-technical supply agencies, and the like. Preliminary work in this area is being done at the Leningrad Finance-Economic Institute.

The developing territorial complexes usually need a higher caliber of labor in general and specialists make up a significant part of the work force.

Providing specialists to territorial production complexes and agroindustrial complexes on a planned basis and keeping them at their assigned places is an important problem. It is common knowledge that the territorial production complexes in the eastern regions of the country are experiencing a shortage of cadres with higher education. One of the reasons for this is the fact that new specialists are traditionally assigned only by ministries and departments whereas this problem must be resolved from a new standpoint, by evenly staffing all the production and nonproduction components of the territorial production complex regardless of their departmental affiliation. It would be wise to revise the list of organizations to whom resources are allocated (the ministries and departments to whom specialists are allocated) or reflect the needs of territorial production complexes for new specialists in a separate line in plans. The latter idea somewhat complicates the work, but in our opinion it is justified.

It is not just production, but also the enterprises and institutions of the housing, domestic services, and cultural sectors within the territorial production and agroindustrial complexes that need highly qualified specialists. This makes it necessary to select specialists of different backgrounds. Selection of the group of specialists becomes even more important in view of their social role in new regions or agricultural areas. When they are concentrated at one place they become the nucleus of the intelligentsia and have a large influence on the local population.

Regional cadre problems deserve separate consideration because the aggregate of enterprises of different sectors is usually a more complex formation than a sector or subsector. The paramount problem here is broadening the rights of local agencies in filling the first-year contingent of students for higher

educational institutions and assigning graduates (on the basis of a set limit). The size of the limit can be determined by the significance of the region in accomplishing nationwide socio-economic tasks and also by the number of graduates who received the right to independent job placement. In some specializations up to 20 percent of the total graduating class have this right. With this opportunity local agencies will be able to work out better-founded plans for socio-economic development of the region and eliminate the critical shortage of cadres at certain enterprises. In addition, the shape of the contingent of students in the local areas will be improved with respect to the areas of activity of local enterprises. At the same time the sectorial ministries should continue to be responsible for efficient use of new specialists and should provide them with normal working conditions. In general this practice will promote a rational combination of the sectorial and territorial planning principles.

This solution to the problems of managing specialist training should not lead to a "barter" economy or act as a stimulus to reinforce the aspiration of certain administrative regions (and in some cases, ministries and departments) to have their own higher educational institutions with a broad assortment of specializations. It would seem that scientifically substantiated plans for the development of definite regional subsystems would lead to greater cooperation and specialization in training cadres. In Tyumen', for example, four higher educational institutions are training economists. This is inefficient because of the difficulty of setting up the necessary educational and laboratory facilities and the shortage of teachers. In addition, this practice does not provide the largest number of such specialists for this intensively developing region.

The next line of action to improve planning work follows from the early assignment of graduates envisioned by the decree of the CPSU Central Committee and USSR Council of Ministers entitled "Further Development of Higher Education and Improving the Quality of Specialist Training." This decree provides for assigning graduates of higher educational institutions 1-3 years before graduation with a later transition to the development of five-year plans for assignment and delivery of plan indicators to enterprises and higher educational institutions. Concentration of production and the formation of production management complexes narrow the range of users of specialists at the primary level of management while increasing the number of graduates assigned to the same addressees. Under such conditions it is advisable to develop direct ties between higher educational institutions and associations (organizations) such that the recruitment of students is done by special designation for a period defined by the developmental prospects of industry and the stability of the specializations of higher educational institutions.

In this case the higher educational institutions will be able to react flexibly to the requirements of production and the users of cadres will be able to participate in building up the physical facilities at higher educational institutions and in training specialists. Many sectorial higher educational institutions today are already prepared to establish direct links with traditional users of cadres: aviation, machine building, and other enterprises. However, the efficiency of such ties depends on the list of specializations adopted at the higher educational institutions. At the present time there are

several hundred of them and they all go through every level of planning unchanged. This procedure definitely limits the possibilities of direct mutual relations and makes it necessary to reduce the list of specializations in order to assign users of cadres new specialists within the framework of the group of specializations.

Such a "consolidation" of specializations will promote improvement in the methods of determining the need for specialists. Allocating a definite number of employees within the consolidated group of specializations several years before graduation from school to the users of cadres and giving them the right to choose the concrete specialization working directly with the school will make it possible to coordinate the needs of production for specialists with the capabilities of higher education and the individual talent and desire of the students. This approach compensates for the shortcomings inherent in the methods now used and proposed for determining the need for highly qualified cadres on the basis of norms for the ratio of specialists in particular ministries and departments. These methods are most suitable for such subsystems of the economy as education, public health, vocational-technical education, and certain others that perform definite economic functions within a narrow framework and on the condition that the final results of their (the ministries') work will meet the requirements of the current period. For example, there are norms for the student-teacher ratio and the doctor-inhabitant ratio. They are determined on the basis of the economic and social capabilities of the national economy and in case of revision do not affect the degree of reliability of results when determining the need for teachers, doctors, vocational training masters, and the like. Therefore, the normative method, which is widely used today, can be employed in combination with other forms and methods of determining the need for specialists.

Responding to the needs of production, higher education will emphasize the fundamental training of specialists with creative skills and self education and will introduce students to scientific research. Improvements in the educational process can be based on the conclusions of the "Comprehensive Program of Scientific-Technical Progress and Its Socioeconomic Repercussions until the Year 2000," which was developed for 27 fields and is updated if there are changes in traditional approaches, conclusions, and ideas on the development of particular areas of science and technology.

Improving the training and assignment of specialists presupposes broad use of forecasts and the target program method of planning. The former is a result of the prolonged period of training for highly qualified cadres (4-6 years) and the need to model their activities for a significantly longer period of time given scientific-technical progress. As for comprehensive target programs, they must make provision for specialist training. Thus, whereas socioeconomic programs consider specialist training from the standpoint of the demographic situation, the development of the primary sectors, and improving the social structure of society, scientific-technical programs and programs for the development of territorial production complexes must, in the first case, clearly coordinate specialist training with scientific research plans and plans for incorporation of already-known discoveries and, in the second case, coordinate future plans of development, for example for territorial production complexes, with plans for recruiting the contingent of students and assigning new specialists, considering both providing

production with cadres in the necessary specializations and keeping them on the job. This coordination is especially important if we consider the impact of scientific-technical progress in related sectors.

Timely training of specialists becomes especially important in the conduct of economic experiments and development of new areas in science and technology. In this case the carriers of progressive know-how can be the specialists who have studied the experiment, its strong points, and conditions for practical introduction. This aspect has been overlooked in the past, and this has been reflected in the rate of propagation of the Shchekino method and the brigade contract and the introduction of measures to improve the economic mechanism in enterprise activities and to use computer equipment in management. Therefore, appropriate cadres must be trained to carry out crucial national economic programs to conserve metal and fuel, reduce manual labor, and develop transportation. For example, controlling corrosion, which causes enormous losses to the national economy, is important in the struggle to conserve metal. But there is a shortage of specialists in this field. For another example, improving transportation work depends on choosing a rational form of transportation or an optimal combination of forms. It is essential to have employees who know the specific features of transportation work and are able to use computer equipment to solve transportation problems, but our higher educational institutions are not producing such specialists.

These problems can only be solved by the combined efforts of enterprises, ministries (departments), and employees at higher educational institutions. The training and assignment of specialists depends on the activism of production managers, because concentration of production as one of the forms of collectivization of production enhances the role of economic managers in personnel policy and gives them greater influence on recruitment of the contingent of students, organizing the educational process, the quality of specialist training, and so on.

Under the existing system of training and assigning new specialists it is advisable to make broader use of the possibility of assigning workers to study at higher educational institutions with leave from production jobs. In this case the central planning agencies must provide for the new specialist to return to the enterprise or association which sent him to study. If the level of knowledge of the workers does not meet the requirements of entrance examinations for higher educational institutions, the enterprises and associations may send their workers to the preparatory division of the higher educational institution. By 1986 almost 650 higher educational institutions had such divisions. They had more than 100,000 students; half of them were workers from industrial enterprises. Students in preparatory divisions study the secondary school curriculum and after successfully passing graduation exams are admitted to the first year of the daytime division.

But the managers of enterprises and organizations are not making adequate use of the possibility of assigning workers to be trained as specialists. Between 1970 and 1979 the number of applications per place in the preparatory divisions of schools of the RSFSR Ministry of Higher and Secondary Specialized Education decreased by two-thirds and the number of workers and kolkhoz members in these divisions has dropped almost one-third in the last seven years. The

number of students admitted to the first year of higher educational institutions after being sent by enterprises and organizations has dropped. At higher educational institutions of the Russian Federation in 1976, for example, only 9.6 percent of the total number of students admitted were sent by industry.

At the present time special-purpose recruitment of the contingent of students has been broadened for enterprises in industry, construction, and transportation and sovkhozes and kolkhozes located in Siberia, the Far North, the Far East, and the Nonchernozem zone of the RSFSR. In conformity with the decree of the CPSU Central Committee and USSR Council of Ministers entitled "Further Development of Higher Education and Improving the Quality of Specialist Training," they can send not just working young people but also graduates of secondary general educational schools and graduates of secondary specialized and vocational-technical schools, who do not have work experience, to study at higher educational institutions in specializations where there are acute shortages. These students receive stipends from the enterprises under the conditions outlined by the decree of the USSR Council of Ministers entitled "Participation by Industrial Enterprises, Sovkhozes, and Kolkhozes in Admission to Higher Educational Institutions and Tekhnikums and Training Specialists for Their Own Enterprises."

Failure to take advantage of these opportunities is especially intolerable for large industrial centers where concentration of production is going forward at a rapid rate and a significant share of graduates work at local enterprises. However, only about five percent of the students admitted to the first year of higher educational institutions come from the enterprises. This situation is also typical of leading higher educational institutions. At the Moscow Power Engineering Institute, for example, just 9-10 of the 2,500 students admitted to the first year of study recently came on enterprise assignment.

Even large users of cadres do not participate in forming the contingent of students. As a result, when various types of associations are formed and begin to develop there arises a critical need for highly qualified cadres and it is not using persons with practical experience, specialists from related areas, and new specialists from other cities. The latter find it difficult to adapt in production and often leave after working the agreed-upon time.

Integration of production and higher education demands a broadening of special-purpose specialist training and creates favorable conditions for this. Thus, the practice of training cadres at higher technical school-plants has worked well. This experience gives reason to raise the question of establishing similar centers in large territorial production and agroindustrial complexes. This kind of cadre training is also possible for all-Union industrial associations.

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FAILURE OF GRADUATES TO APPEAR AT ASSIGNED JOBS

Moscow SEL'SKAYA ZHIZN' in Russian 3 Oct 80 p 3

[Article by A. Akhumyan: "Runaways With Diplomas"]

[Text] A mishap has occurred at the Armenian Institute of Agriculture--A. Agasaryan, a graduate of the Economics Faculty, unexpectedly disappeared. He was last seen in the accounting office, where he received money for a trip to his place of appointment--mountainous Gukasyanskiy Rayon. However, he never arrived there. The production administration of agriculture, which needs economists in the organization of fodder production, has been searching for him for more than half a year now. The institute, which bears moral responsibility for its graduate, has been searching for him.

G. Aruzhanyan, a graduate of the Grape-Growing, Fruit-Growing and Vegetable-Growing Faculty, also vanished into thin air. He arrived in remote Shamshadinskiy Rayon, but, having obtained leave, never returned to his place of work. Animal husbandry engineer G. Oganasyan, a graduate of Yerevan Institute of Zootechnical Veterinary Science, also disappeared. He has been seen, it is true, on the streets of Yerevan as have several other runaways--young specialists who graduated from the same institute. A. Manasaryan, K. Vartanyan, A. Mkrtchyan and Kh. Zargaryan were also among them.

The Armenian Institute of Agriculture and Yerevan Institute of Zootechnical Veterinary Science are the oldest higher educational institutions of the republic. During the years of their operation they have trained many skilled specialists who are working in the most remote corners of the country. Among the graduates are many skillful organizers of kolkhoz and sovkhos production; there are Heroes of Socialist Labor, State Prize winners and prominent scientists. But each year among the graduates of these higher educational institutions one comes across those specialists who resort to the most different tricks and sometimes to outright deceit in order not to go to their place of work and to get work somewhere in the city.

The young specialists, who ignore the interests of the state and avoid a job in the specialty obtained at state expense, would have become extinct long ago if they had not found patrons. R. Abramyan, chief of the Agricultural Administration of the Shaymyanskiy Rayon Soviet Executive Committee, summoned S. Azizyan, a graduate of Yerevan Institute of Zootechnical Veterinary Science, for a job at one of the rayon kolkhozes, and helped him to get a job in a laboratory of the Scientific

Research Institute of Animal Husbandry and Veterinary Science. A. Kirakosyan, chief of the Agricultural Administration of Oktemberyanskiy Rayon, used the same technique, not having found a job according to assignment for G. Tevosyan, a graduate of the Institute of Zootechnical Veterinary Science. A. Mkrtchyan, a graduate of the Mechanization Faculty of the Institute of Agriculture, who to this day is being awaited in Kafanskiy Rayon, got a job at the Yerevan Rele Plant with the assistance of intercessors.

Last year 49 construction engineers who had graduated from Yerevan Polytechnical Institute were sent to Argiprosel'khozproyekt but only 29 showed up. Matters are not better this year.

The situation is even worse with middle-level specialists, the graduates of tekhnika. Last year, for example, of the 1,083 graduates only 663 showed up for work. At the same time there is a shortage of specialists at the farms of the republic—experienced workers manage nearly half of the brigades, farms and departments.

In his letter to the editorial board M. Guloyan, the oldest machine operator of Armenia, writes that the graduates of higher and secondary specialized agricultural institutions, who do not wish to go to their place of work, must be deprived of their diploma. It seems that this suggestion merits attention.

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DEMOGRAPHY

TRENDS IN STUDY OF POPULATION PROBLEMS

Moscow VESTNIK MOSKOVSKOGO UNIVERSITETA. SERIYA 6 EKONOMIKA in Russian No 5, 1980 pp 78-81

[Article by N. G. Imanayeva and A. G. Grishanova: "On the Main Trends of the Study of Population Problems"]

[Text] The question of the demographic situation of the country and the reproduction of manpower as one of the factors which influence the development of productive forces was at the center of attention of the participants in the subsection "Problems of Population and the Reproduction of Manpower." In the reports of Professor D. I. Valentey, Candidate of Economic Sciences R. S. Rotova, Candidate of Philosophical Sciences V. M. Medkov and Candidate of Philosophical Sciences V. A. Syzenko primary importance was attached to the effectiveness of the influence on demographic processes and the control of the development of population.

In the reports it was emphasized that the task of demographic science consists not only in ascertaining the present levels of the birth rate, death rate, marriage rate and the trends of migratory processes, but also in actively influencing these processes through the plans of the economic and social development of society. Attention was directed to the need for the further work of scientists on the development of the methodological principles of a comprehensive program of the development of the population of the USSR and its regions; such a program should include so-called subprograms which provide for the elaboration of a set of measures which influence the level of the birth rate and death rate, family and marital relations and migratory processes.

Along with the goal program of the development of population, the speakers stressed, it is necessary to determine the place of the demographic factor in the process of sectorial and territorial planning, as well as in the drafting of urban and rayon plans of social development and the plans of the social development of the enterprise. The first results of the large-scale study of the demographic situation in Moscow and the steps necessary for the active implementation of the decree of the Moscow City Committee of the CPSU and the Moscow City Soviet on the improvement of the demographic situation in the city were reported at the meeting.

The elaboration of the methodological principles of the goal program of the development of population presumes the thorough analysis of the features of the demographic processes in different regions and republics of the country. This was discussed in

the reports of Professor A. Ya. Kvashin, Candidate of Economic Sciences I. V. Kalinyuk, Candidate of Economic Sciences K. K. Bazyrev and others.

In the statements of the speakers much attention was devoted to such a scientific concept as "the development of population." The concept "the development of population," it was noted in the reports, includes the set of qualitative and quantitative changes in the population, which are of a progressive nature and are determined by the development of the mode of production. The methodological role of this concept consists in the fact that it is a theoretical connective of the general laws and regularities of the development of society with the regularities of demographic processes. The qualitative and quantitative changes in the population, which are determined by the development of the mode of production and are connected first of all with changes in the labor activity of the population, in turn also cause changes in the generative activity of the latter. Here, it was emphasized in the reports, in the future the identification of the relationships existing between these two main types of vital activity of the population will serve as the main task of the general theory of population. The development of population is the familiarization of the masses of millions with all the values of human culture and civilization, with all its wealth. The reproduction of new generations is connected with the processes of rearing and education, with the formation in the new generations of diverse creative abilities, with the creation of the social conditions for their effective application in the spheres of socially useful activity. In this connection the development of the individual functions as the main and decisive indicator which characterizes the qualitative aspect of the reproduction of new generations. Therefore the reproduction of the population from a qualitative standpoint is regarded as the transfer to new generations of all the diverse social, productive and spiritual experience, as the development of diverse creative abilities.

The development of the individual is the most important indicator of the development of social relations, of social progress. The evaluation of the reproduction of new generations should be made from the standpoint of what conditions are necessary for the normal development of the individual. Such an approach to the definition of the concept of population shows that economists can solve many theoretical and practical problems in cooperation with sociologists, ethnographers, social psychologists and medical workers. The nature of the settlement of inhabitants has a substantial influence on the course of demographic processes. The processes of urbanization and the concentration of productive forces have reached that level, at which the development and complication of the various interrelations between cities are assuming greater and greater importance. The development of stable relations between population centers is transforming the network of settlements into a system of interdependent settlement.

At present there are a large number of terms for the definition of systems of interdependent settlement. The need to perform work on the regulation of the terminology, the imperfection of which often leads to the distortion of the meaning of the terms being used, was discussed in the report of junior research associate V. A. Bezdezhnykh, "On the Concept 'Group Systems of Settlement' and the System of Concepts Connected With This." The author examines the essence of the concepts of the group system of populated places and the unified system of settlement and their reflection in the system of concepts (which concerns the systems of interdependent settlement).

When forming a unified system of settlement under present conditions an acute need arises for a carefully considered, comprehensive, scientifically sound program of the radical reorganization of the network of rural settled places of the Nonchernozem Zone of the RSFSR. Based on this program, it would be possible in a short time and with the least expenditures to accomplish the necessary transformations and to create the appropriate conditions for the solution of the most important economic, social and demographic problems of the Nonchernozem Zone. The report of Professor B. S. Khorev was devoted to this problem. It was noted in it that the rearrangement of rural settlement in combination with other measures will increase the level and efficiency of agriculture, will improve the living conditions of the rural population and will decrease its migration. This is attested by numerous studies, including those performed by the Department of Sociodemographic Problems of Settlement of the Center for the Study of Problems of Population of the Economics Faculty of Moscow State University in 1966-1978 using the example of Gor'kovskaya, Smolenskaya, Kostromskaya, Novgorodskaya and Yaroslavl'skaya oblasti and the Chuvashskaya ASSR. The main principles of the rearrangement of rural settlement under the conditions of the Nonchernozem Zone of the RSFSR are elaborated in the report.

In the unified system cities are the most important unit of the supporting frame of settlement. The report of Candidate of Economic Sciences A. G. Grishanova was devoted to the problem of optimizing the demographic processes in the cities of the RSFSR. It was stated in it that cities of different functional types and sizes have specific parameters of the main sociodemographic indicators, which is attested by the study made on the basis of the materials of 980 cities of the RSFSR. In this connection the question arises of identifying the rational parameters of the sociodemographic development of cities of different functional types and sizes. For each specific city the determination of the rational parameters of the demographic indicators should take into account, on the one hand, the specific nature of the different aspects and, on the other, the interrelationship of all the aspects of this problem.

Population migration plays a special role in the formation of the demographic structures of settlements. The present state of population migration and the tasks of controlling this process under the conditions of the changeover of our economy to long-term planning require the elaboration of new procedural approaches in the study of this phenomenon on the regional level, since precisely migration in many ways determines right now and will determine in the future the development of the economy and population of individual regions, of which the protracted restricted process of the natural reproduction of the population is typical.

This subject was reflected in the report of Candidate of Economic Sciences I. D. Ivanova. The study of regional differences in the nature of migratory processes, their intensity, result and direction contributes to the improvement of the control not only of these very processes, but also of the processes of the economic, social and demographic development of regions. The theory of demographic transition, in the author's opinion, is the basis for the analysis of regional differences of the intensity of population migration in individual regions and zones of the country. The analysis of migration from the standpoint of demographic transition makes it possible to arrive at the prospects of the development of migration within individual regional units with allowance made for the natural reproduction of the population on the basis of the level of socio-economic development of these units.

The reports heard were discussed extensively in the work of the subsection "Problems of Population and the Reproduction of Manpower." The most urgent problems in the area of population and the reproduction of manpower were examined at the meeting. Demoeconomists, sociologists, psychologists, geographers and mathematicians took part in the work of the subsection.

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DEMOGRAPHY

MEDICAL DEMOGRAPHIC STUDY OF POPULATION

Moscow OBSHCHESTVENNYE NAUKI V SSSR. SERIYA I in Russian No 6, Nov-Dec 80
pp 116-121

[Review by P. I. Shlemin of the book "Mediko-demograficheskoye izucheniye narodonaseleniye" (Medical Demographic Study of Population) by M. S. Bednyy, Moscow, Statistika, 1979, 223 pages]

[Text] There are five chapters in the book.

The first chapter, "Urgent Medical Demographic Problems," to a considerable extent is linked with the introduction. In it questions of the relationship of the medical sciences and demography, the social and biological factors are examined, the main aspects of the debate on the place, role and tasks of medical demography are covered; the problems of studying the health and the ability of the population to work are raised.

The interpenetration of individual fields of knowledge and individual methods of research into the different research subjects has now become a characteristic trait of the development of the natural and social sciences. The sociodemographic dependence the frequency of occurrence of many illnesses, which is becoming more and more obvious, has led, for example, to the broadening of the etiological views in medicine. The level of the socio-economic development of society to a great extent determines the success in the matter of treating and preventing many illnesses.

Since the beginning of the 20th century demographic processes have undergone serious changes, the population characteristics of the population have changed substantially. The decline of the death rate and the subsequent decrease of the birth rate, the losses during the two world wars, the increased migratory mobility of the population--all this had the result that generations which differ sharply in their sociodemographic characteristics, are represented in the present composition of the population. The enumerated circumstances could not but have affected the nature of reproduction and the state of health of the population.

The author presumes that the social and biological factors in demography correlate in approximately the same way as the superstructure and the base in socio-economic processes. "The metaphysical abstraction of the biological basis, one could say, of the base, on which sociodemographic laws appear," leads "to faulty theoretical constructs and leads away from the possibility of the practical implementation of the results of demographic research" (p 34).

Among the most urgent problems of population are: the considerable decrease of the level of the birth rate in individual regions of the country, the increase of the death rates by age among men, the slowing of the increase of the indicator of the average life expectancy, the increasing gap of the average life expectancy of men and women, the unfavorable sex-age composition of the population in rural areas, the poor adaptability of migrants, inefficient migratory flows and so forth. The comprehensive, scientifically sound demographic policy calls for a system of measures on ensuring the expanded reproduction of the population, on improving its composition and qualitative characteristics, including the skill and the ability of manpower to work.

The comprehensive study of the state of health of the population is assuming particular importance owing to the considerable increase of the share of the older age groups of the employed population. From 1959 to 1970 the number of workers 40 and older increased from 329 to 395 per 1,000 employed people. The proportion of employed people 60 and older decreased from 42 to 23 percent, but at the same time the proportion of the latter among people employed in primarily mental labor increased: among executives of organs of state administration--from 23 to 40 percent, executives of party, trade union and other organizations--from 8 to 16 percent, managers of enterprises of the national economy--from 21 to 28 percent, workers of literature and the press--from 18 to 30 percent (p 74). And this is in spite of the fact that 76 percent of the people who have reached retirement age have withdrawn from the contingent of the economically active population.

The second chapter is "The State of the Health of the Population in the Present World." The concept "the state of public health" is defined by the author as "the set of statistical indicators which characterize the process of the reproduction of the health of generations on the basis of the interaction of biological and socio-economic laws" (p 89). At present it is no longer possible to consider adequate such classical criteria as demographic indicators, indicators of the sick rate and physical development of individual contingents of the population.

The main demographic health changes during the past 25 years are as follows: the death rate has decreased significantly; the birth rate has approached a very low level in economically developed countries and its relatively high rate has been maintained in the developing countries; the average life expectancy has increased; the age composition of the population has changed. It has become obvious that social and economic changes have just as important an influence on the health of people as the medical and preventive intervention of medicine. It is difficult to predict the influence of social and economic processes on the health of a person. Nevertheless it is important to foresee their consequences, to coordinate these processes with the rhythm of life, the behavior and psychology of people.

The third chapter is "Trends in the State of Health of the USSR Population." The accumulated statistical material makes it possible to trace both the present trends in the state of health of the population and those which existed two to three decades ago. The materials on the death rate give the most complete and reliable information. Thus, during the period from 1939 to 1959 the death rate at the age of 0-4 in the USSR decreased to two-thirteenths, while at the age of 60 and over it decreased by 20-30 percent (p 120). As lower indicators are reached, the death rate is susceptible to a smaller and smaller decrease or does not decrease at all. From 1965 to 1977 the indicators of the death rate at the ages of 1 to 20 decreased

with their simultaneous increase at the ages of 30 and over, including 7.6 percent at the ages of 30-34, 25.6 percent at the ages of 40-44 and 11.7 percent at the age of 70 and over (p 121). In 1959 the death rate of men 20-45 years old in the city and the countryside was at almost the same level, while the average life expectancy of rural men was 1.21 years greater than that of urban men. In the early 1970's the death rate by age in the countryside as compared with the city increased, beginning with the ages of childhood and up to the age of 50, including twofold at the ages of 20-24, 42.1 percent at the ages of 25-29, 36 percent at the ages of 30-34 (p 124). The indicators of the death rate from cardiovascular diseases at intermediate and early middle ages, from injuries and accidents, including traffic accidents, from alcohol poisoning are higher among rural inhabitants. At the basis of the noted negative trends the author sees an imbalance between the increase of the material well-being of rural inhabitants and the increase of their culture. The author explains the slight increase of child mortality by the increase of the frequency of the birth of children with various abnormalities of development. The latter are connected with gene mutations which appear as a result of the influence on the mother of a number of exogenous factors: illness with epidemic influenza and rubella, the abuse of medicines, alcohol and smoking, ionizing radiation.

Cardiovascular diseases, malignant neoplasms, accidents, poisonings and injuries, and diseases of the respiratory organs account for 90 percent of all incidents of death. The structure of the causes of death has its own features depending on sex, age, place of residence and season of the year.

Whereas in the early 1960's the average life expectancy of men was 7-8 years less than for women, now this gap has increased to 10-12 years. This can be explained only in part by the greater natural vitality of women. The remaining differences result from the influence of social factors (the increased death rate in case of injuries, malignant neoplasms, cardiovascular diseases and so on).

The fourth chapter is "The Sick Rate: Methods of Study and Results." The presently used statistics of the overall sick rate on the basis of the data of circulation is not and cannot be of analytic, scientific importance. The improvement of public health activity can be achieved only on the basis of extensive, complete and reliable information on the sick rate and its trends. It is most expedient to study the sick rate for individual occupational production groups.

The fifth chapter is "Diseases of the Heart as a Medical Demographic Problem." The materials of medical examinations show that cardiovascular pathology is encountered among half of the adult population, making up approximately 40 percent with respect to the total circulation (p 185). The real indicators of the sick rate exceed by two- to threefold the indicators of circulation.

At present cardiovascular diseases not only determine the level of the death rate of the population and are the main cause of disability, but also impede the possible increase of the average life expectancy. The "aging" of the population is one of the factors of the increase of the significance of cardiovascular diseases. However, the urgency of the problem consists in the fact that these diseases afflict middle-aged people and are the result of the negative influence of environmental factors on the vital activity of the body and its adaptive potentials. In part the increase of the number of recorded illnesses is connected with the improvement of

diagnosis, but this does not decrease the urgency of the problem as a whole. Thus, of the 2,494,700 people who died in the USSR in 1977, 1,255,300 died of cardiovascular diseases (p 199).

Since 1960 the overall death rate of the population of our country has steadily increased. The increase of the latter from 1960 to 1965 was 2.8 percent, from 1965 to 1970--12.3 percent, from 1970 to 1975-- 13.4 percent (p 199). The "aging" of the population and, consequently, the sharp increase of the death rate from cardiovascular diseases are considered the main cause of this phenomenon. Since 1966 the death rate from these diseases also increased among men beginning at the age of 30 and among women beginning at the age of 40, and in the age group of 30-39 the death rate of men is 2.3-fold greater than the death rate of women, in the age group of 40-49--2.4-fold greater, and the age group of 50-59--2.2-fold greater (p 221). The influence of such factors as the change of the nature of labor, the acceleration of the rhythm and pace of life, information overloads, stress situations and so on show in this. Owing to the decrease of the birth rate an almost complete halt of the effect of natural selection is occurring. A person has to adapt more and more to the environment he has created. The author believes that with an average life expectancy of 74-78 years the improvement of social conditions, in contrast to the past, in the immediate future will hardly be able to promote the further improvement of the vitality of the population. "The goal will be to maintain the demographic and population-genetic equilibrium, and our efforts today should be aimed at solving this problem" (p 223).

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DEMOGRAPHY

DEMOGRAPHIC SHIFTS IN KAZAKH RURAL AREAS

Aina-Ata ZHRAVODKOBLANETS'YE KAZAKHISTANA in Russian No. 8, Aug. 60 pp. 45-47

[Article by T. K. Kalzhekov and O. S. Sakbayev, Department of Social Hygiene, the Organization of Public Health and the History of Medicine (Doctor of Medical Sciences P. P. Petrov, chief) of the Scientific Research Institute of Regional Pathology: "Demographic Shifts in Rural Areas of the Kazakh SSR"]

[Text] The management of public health, the planning and organization of medical aid are carried out with allowance made for the demographic indicators which characterize the state and shifts of the natural movement of the population. By knowing the main trends of their development it is possible to provide in advance for the development of treatment and preventive institutions and the training of medical personnel and to ensure the scientific elaboration of comprehensive measures, which are aimed at the protection and strengthening of the health of workers.

The analysis of the results of the 1959 and 1970 All-Union Censuses showed that significant demographic shifts occurred in Kazakhstan during the intercensal period. In the growth rate of agriculture our republic outdistanced the majority of union republics, except the republics of Central Asia and Azerbaijan. The size of the urban population also increased more rapidly here than in all the other republics, with the exception of Moldavia, Armenia and Tajikistan. This is connected with the rapid development of new industrial centers.

It should be noted that the rate of increase of the size of the urban population of Kazakhstan was more than 2.5-fold greater than the rate of increase of the rural population, in spite of the fact that the latter in the level of the birth rate and natural growth outdistanced the urban population by many times. This resulted first of all from the migration of rural residents to the cities.

It has been established that an intensive outflow of the population from villages is occurring in the oblasts, where the average annual growth rate of the rural population is less than the average for the republic. It is especially intensive in Akmolinsk-Kazakhstanskaya, Severo-Kazakhstanskaya, Kokchetavskaya and Pavlodarskaya oblasts, in which the overall increase of the rural population is less than 1 percent, which is one-half to one-third as much as its natural growth.

At present the size of the rural population of the republic is increasing exclusively due to natural growth. Whereas during the period of the massive development

of the virgin and fallow lands the influx of virgin landers into Kazakhstan had a substantial influence on the increase of the rural population, since 1963 the migratory processes have ended in a constantly negative balance. As a result with a natural growth of the rural population during 1959-1970 of 2,034,800 the actual increase of the number of rural inhabitants was only 1.2 million, that is, about 40 percent of the natural growth of the rural population went to cover the loss of the outflow to cities.

In the study of demographic shifts the analysis of the age structure is important. For it is well known that changes in the age composition of the population influence the nature of the emergence and occurrence of individual forms of pathology, which should be taken into account when organizing medical and preventive aid.

It was established that in 1959-1970 the age structure of the republic population remained more conducive to reproduction, that is, young age groups (0-14 years old) predominated in it. Moreover, a progressive age composition (type) is more pronounced among the rural population.

In the processes of population reproduction great importance belongs to the age group of 15-49. It should be noted that among the urban population in 1959-1970 the proportion of this group was greater than in villages, which is explained by the concentration of the indicated age cohorts in large industrial centers and at educational institutions.

The proportion of the able-bodied population during 1959-1970 declined from 53.5 to 49.8 percent. The rate of decline among the rural population is considerably greater than among the urban population. This is connected with the significant outflow of rural inhabitants of able-bodied age to the cities. The lowest proportion of the population of able-bodied age is noted in Kyzyl-Ordinskaya and Chirchikentakaya oblasti (36.9 and 37.9 percent respectively).

During the present era of scientific and technical progress an increase in the composition of the population of middle-aged and elderly people, that is, the aging of the population, is typical of economically developed countries, including the USSR. According to the data of the All-Union Censuses, people 60 and over in the Kazakh SSR in 1959 made up 7.8 percent, while in 1970 they made up 8.3 percent.

An equalization of the differences in the sex ratio of the population is proceeding intensively in the republic. Thus, the proportion of the female cohort decreased from 52.5 percent in 1959 to 51.9 percent in 1970. The same ratio has also formed among the rural population.

According to the data of the 1970 census, the equalization of the male and female population occurs at 40 years of age. Starting at the age of 40 the gap in the number of men and women steadily increases in favor of the latter (by 6-26 percent) and among 70-year-olds reaches 35 percent. Consequently, the imbalance of the sex composition of the population formed due to older ages and is explained, on the one hand, by the serious consequences of World War II and, on the other, by the differences in the average life expectancy of men and women.

The predominance of the female population over the male population, which is characteristic of the population of the republic as a whole, varies somewhat by oblasts. Thus, in 1970 in Vostochno-Kazakhstanskaya Oblast the proportion of the male population was greater only in the age groups up to 25-29, while at all other ages the numerical advantage remained with women. In Gur'yevskaya Oblast (in the 1970 boundaries) the proportion of women predominated over men only to the age of 25-29, which is explained by the influence of the migratory process. The large-scale industrial development of Mangyshlak Peninsula stimulated the influx of manpower, mainly of young and middle age. In Aktyubinskaya, Gornobul'skaya, Severo-Kazakhstanskaya, Chirchenskaya and several other oblasts a superiority of the female population is noted even in the demographically and economically most active age groups (20-29 years old). From the standpoint of the reproduction of the population this is an undesirable phenomenon.

The birth rate and the death rate are the main indicators of the natural movement of the population. The difference between them constitutes the natural growth, which in the Kazakh SSR plays a main role in the reproduction of the population and during 1959-1970 exceeded by more than 3.5-fold the migratory increase. With respect to the indicators of the birth rate and the death rate Kazakhstan in 1970 held sixth place in the country.

During the period being studied a clear tendency for the level of the birth rate and the natural growth to decrease is traced in Kazakhstan, as well as for the country as a whole. The decrease of the proportion of the most childbearing groups (20-24 and 25-29 years old) of women, who are distinguished by maximum fertility, and changes in the structure of the childbearing group itself were responsible for the decrease of the overall coefficient of the birth rate in 1970 as compared with 1959 for the republic as a whole by 4.6 percent, including 1.9 percent in urban areas and 10.6 percent in the rural areas where these changes were more significant.

The intensity of childbearing finds expression first of all in the age coefficients of fertility. Since the 1959 census the overall indicator of fertility has decreased to two-thirds. In urban areas the decrease was more significant than in rural areas. The differences in the coefficients of the birth rate by age group for urban and rural areas once again attest to the different nature of the reproductive behavior of the population in cities and villages. Although the population of cities is notable for a comparatively high proportion of young people, here they marry later than in rural areas. If we compare the marital structure of the urban and rural population, in rural settlements the proportion of married men and married women in all age groups is greater than in urban settlements.

The gap in the levels of the birth rate in cities and rural areas of the republic is quite significant. Thus, in 1970 there were 27 births per 1,000 rural inhabitants and 20 per 1,000 urban inhabitants.

The death rate of the population should be regarded as one of the important social factors. The overall coefficient of the death rate of the rural population of the republic during 1959-1970 decreased by 22.9 percent, the rate of its decrease was higher in the countryside than in cities, while among men it was lower than among women. In the dynamics of the overall death rate of the rural population during 1959-1970 the following regularities were detected: a high rate of decrease

during 1959-1965, a slight stabilization during 1965-1971 and a tendency to increase beginning in 1972, which results from an improvement of the recording of instances of death among children (especially up to the age of 1), from some shortcomings in the organization of medical aid and from the process of the "aging" of the population. A similar regularity is also observed in urban areas of the republic.

The noted features of the demographic processes among the rural population of the republic should be taken into account by public health organs when planning the development of medical and preventive aid to the rural population and when determining the strategy and tactics of rural public health.

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DEMOGRAPHY

HEALTH CARE FOR MOTHERS, CHILDREN IN MOSCOW

Moscow MOSKOVSKAYA PRAVDA in Russian 8 Jan 81 p 2

[Article by Z. Bashliyayeva, deputy chief of the Main Administration of Health of the Moscow City Soviet Executive Committee: "Demography and Children"]

[Text] With each new five-year plan the concern of the state about the health of the young generation increases. Let us turn to the experience of Moscow. During the years of the 10th Five-Year Plan alone three new maternity homes, 373 children's preschools institutions accommodating 4,000 and 17 children's polyclinics were built in the capital. In eight rayons of the city the maternity advice bureaus were moved into new quarters. At the children's sanatoriums three sleeping buildings were built. Five dairy kitchens were opened.

Literally everything is being done to protect the life of the young citizen. For especially serious cases 183 intensive care beds have been installed at children's hospitals. Among them is the intensive care center for children of the first hours and days of life at City Children's Clinical Hospital No 13 imeni N. F. Filatov.

Physicians intervene in the holy of holies of nature, fighting for the life and health of mother and child. In the capital the Family and Marriage advice centers, industrial obstetric and gynecological departments for the service of women and an extensive network of medical and genetic offices serve this.

Much has unquestionably been done. And this work is being continued. At present the construction of two children's hospitals of multiple specialization with 1,000 beds each is being carried out. This year the placement into operation of four hospital buildings for newborn children, as well as a children's hospital in Kiev Rayon is contemplated, the construction of a children's hospital in Perovski Rayon has been planned. Three new maternity homes are being built and another four are being planned. And all this is in Moscow alone.

It is worth glancing at the near future. Especially as today we have all the grounds for this. The program of social development and the increase of the standard of living of the people, which is suggested for discussion by the plan of the CPSU Central Committee, calls for new benefits for women and children. Thus, in particular, during the 11th Five-Year Plan it is proposed "to increase state assistance to families having children and to young couples" [in boldface]. This will take the form of the construction of preschool institutions to accommodate not less

than 2.5 million, the improvement of the feeding and service of children at these institutions, at boarding schools, hostels attached to schools and children's homes; the completion of the introduction of the free supply of textbooks to students of general educational schools and many other benefits.

Without belittling in the slightest the importance of each of the benefits, we physicians unanimously support and approve of the decision to introduce for working women partially paid leave to care for their child until he reaches the age of one. There are important reasons for this.

First of all a child during the first year of life has an exceptional need for maternal care, because this time is the time of the physical and mental formation of a person. As is known by scientific research, which is confirmed by practical observations, the basis of the future individual to a great extent is laid here. And not even the closest relative can replace a child's mother during the first year of life. Even during the first days after coming into the world a child needs the constant presence of his mother. The experience of the operation of maternity homes of simultaneous stay (when from the first day of life the child is placed in the care of his mother) shows that children under such conditions are quieter, are sick less, grow and develop better subsequently. Two maternity homes in Moscow--No 13 of Gagarinskiy Rayon and in Zelenograd--already operate according to this principle. Those being planned for the 11th Five-Year Plan are designed precisely for such a method of care of children.

Moreover, today the demographic situation in large cities, and especially Moscow, is quite complicated. Suffice it to say that approximately 85 percent of the families have only one child. At the same time we physicians know well that the second and third children are the most valuable biologically and socially, the happiest and most developed. This is explained both by the inexperience of the mother during the period of birth of the first child and by the incomplete initial preparation for this act of a woman's body. A mother's body gives precisely to the second and third child all the best which has been placed in it by nature. As a rule, these children are the strongest physically and the most developed mentally. The greatest return for society should be expected from them.

Therefore the suggestion on benefits to mothers for the care of a child up to the age of one, which is formulated in paragraph VIII of the plan of the CPSU Central Committee, seems to us to be not only a method of increasing the well-being of millions of Soviet families and protecting the health of mothers and children, but also one of the most important means at this stage of creating a favorable demographic situation. And when realizing this innovation it is expedient to take into account the peculiarities of the demographic situation in the large cities of the country. Consequently its impact will increase, if the benefits are put into effect, beginning with Moscow and other industrial centers.

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